

EFFECTIVE

January 1, 2024.

Subject(s)

Overtime for Hospitals and Facilities

PURPOSE

To establish official Michigan Department of Health and Human Services (MDHHS) policy for employee overtime for staff in hospitals and centers and/or juvenile justice facilities.

**VOLUNTARY
OVERTIME**

Employees can sign up for overtime by designating the dates and shifts they are willing to work on a four-week basis. Employees must give their written designations to management by 4:30pm on the Wednesday prior to the effective date of the overtime list.

The voluntary overtime list is arranged in seniority order, and initially the most senior employee will be assigned the overtime and so on through the list on a rotational basis.

Management may seek volunteers that are currently in the facility, including employees in other classifications that are qualified, before contacting employees at home.

Management may seek volunteers for specific assignments as often as determined necessary.

Once overtime is scheduled, employees cannot rescind assignments unless extenuating circumstances exist as determined and approved by management. Documentation may be required. If scheduled overtime is not worked an employee will be charged with the number of hours that would have been worked.

Equalization of overtime is evaluated based on hours offered.

- Classifications that work 24 hours a day: At the end of the first full pay period in January, April, July and October of each year, the list will restart with the most senior employee.
- Employees who decline voluntary overtime twice in such quarter may be removed from the list for the remainder of the quarter.

- Classifications that do not work 24 hours/day: The list will restart January 1st of each year.

Employees who cannot be reached, or are reached and decline, will be charged with the number of hours that would have been worked.

Employees entering the list will be placed according to the highest hours offered.

An employee who was bypassed for overtime in error will be offered the next overtime.

INVOLUNTARY OVERTIME

When shift coverage cannot be obtained voluntarily from employees, management will then go to the involuntary list that consists of 100 percent of the employees on a shift in a classification series and assign the overtime.

The involuntary overtime list will be arranged in seniority order, and initially the least senior employee will be assigned the overtime and so on through the list on a rotational basis. Ties in rotation after the first round will be broken by who was assigned involuntary overtime most recently being lower on the list, and then by seniority.

An employee that is not available and does not work the overtime, for any reason, at the time they are to be assigned involuntary overtime will be bypassed and placed at the top of the list for the next involuntary overtime assignment.

Equalization of overtime is evaluated based on hours offered.

- Classifications that work 24 hours/day: At the end of the first full pay period in January, April, July and October of each year, the list will restart with the least senior employee.
- Classifications that do not work 24 hours/day: The list will restart January 1st of each year.

Employees entering the list will be placed according to the lowest hours offered. This includes employees returning from extended leave and vacation, unless they already have more hours recorded than the person with the fewest during the equalization period.

A qualified volunteer may be used to relieve an employee assigned to involuntary overtime at management's discretion. Such relief will not be counted as hours towards equalization.

In emergency situations employees may be assigned involuntary overtime as needed.

Employees who are completing their assignments beyond the scheduled shift will not be credited with hours towards equalization.

If an employee worked 15.5 consecutive hours or more, they will not be eligible for involuntary overtime for the next continuous shift.

For classifications that work 24 hours/day, no more than once each quarter, beginning at the end of the first full pay period in each January, April, July and October, an employee subject to involuntary overtime may request an exemption for personal reasons if operationally feasible. When this occurs the subsequent employees on the list shall take the assignment(s).

An employee may not be subject to involuntary overtime on the employee's last regular scheduled shift proceeding their vacation.

When operationally feasible, employees who work two consecutive voluntary overtime days will be exempt from involuntary overtime at the end of their next scheduled work shift.

If for some reason management is unable to fill all the vacancies on a particular shift, involuntary overtime exemptions will be revoked starting with the least senior employee in the following order until the vacancies are filled: 1. quarterly exemptions, 2. two consecutive voluntary overtime days exemption, 3. education exemption (provided the facility allows this as an exemption), 4. vacation (as defined by policy APR 262-01).

CONTACT

Send any questions management has related to the application of this policy to the MDHHS Office of Human Resources. |

**MANUAL
MAINTENANCE
INSTRUCTIONS**

Changed Items ...

[APR 263-01](#)

[APR 263-02](#)

[APR 263-03](#)